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**THE IMPACT OF THE GENDER, THE UNIVERSITY  
AND THE COURSE ON THE EMPLOYABILITY OF THE  
STATE UNIVERSITY GRADUATES IN SRI LANKA**

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September, 2006

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# **THE IMPACT OF THE GENDER, THE UNIVERSITY AND THE COURSE ON THE EMPLOYABILITY OF STATE UNIVERSITY GRADUATES IN SRI LANKA**

By

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This dissertation is submitted to the Department of Management of Technology of the University of Moratuwa in partial fulfillment of the requirement for the Degree of Master of Business Administration in Management of Technology.

Department of Management of Technology

University of Moratuwa

September, 2006

## DECLARATION

I certify that this thesis does not incorporate without acknowledgement any material previously submitted for a degree or diploma in any University to the best of my knowledge and belief it does not contain any material previously published, written or orally communicated by another person or myself except where due reference is made in the text. I also hereby give consent for my dissertation, if accepted, to be made available for photocopying and for interlibrary loans, and for the title and summary to be made available to outside organizations.

  
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## ABSTRACT

Graduates expect the warranty on graduate level occupations from their university education irrespective of the course they followed, the university they passed out or the country they live. Especially, the national university graduates in Sri Lanka expect high caliber jobs after the graduation and they expect the university education to develop their employability skills since they spend three to four years from their young age in the universities. This is a special group in the society which belongs to a top 7% – 8% of the young generation.

The student-intake for the national universities has increased over the past decades and private sector institutions and international universities also produce graduates to the Sri Lankan labour market. The consequence has been the high competition among the graduates for limited opportunities in the country. Due to the privatization of the state sector enterprises, the public sector share of employment has fallen and though the private sector is performing well, their complaint is that the graduates are lacking the soft skills that employers require in addition to the subject knowledge that the graduate acquires from the university education. The consequence is the high unemployment of the graduates.

The actual factors which are influencing the graduate unemployment problem must be identified to solve this problem permanently. The individual capabilities, competencies and personal characters are also making significant impact on the employability of a person. Apart from these there may be some other factors influencing the employability of a graduate.

Six main deficient areas have been identified as reasons for the graduate unemployment problem in the country by some studies. Some of these identified areas are lack of English language proficiency and IT skills, less exposure to the business environment, poor social and job acquirement skills and inability to work independently.

This study is an attempt to investigate the impact of some other factors on the employability of state university graduates in Sri Lanka. The selected factors are the gender of the person, the degree-course followed and the university passed-out, and to what extent does these factors have an impact on the performance of graduates in the labour market.

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### **List of Abbreviations:**

UGC:	University Grant Commission
JUUG:	Joint Union of Unemployed Graduates
COL:	University of Colombo
MOR:	University of Moratuwa
PERA:	University of Peradeniya
SJP:	University of Sri Jayewardenapura
KEL:	University of Kelaniya
RHN:	University of Ruhuna
JAF:	University of Jaffna
EAS:	Eastern University
SAB:	University of Sabaragamuwa
RAJ:	Rajarata University
SEU:	South- Eastern University
WAY:	Wayamba University
FM:	Finance Ministry, Sri Lanka



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